1125

1954. File No. ANG 2751

B CLASS

P.W. DEPARTMENT

F BRANCH

Subject:—

Associations

P.W.D. Sub-overseers' —

Recognition of —

B (K)

V

File No. ANG 2751 F

Ftd. Scott. Slip. 24 A

Std. Sectt. 78A e.

G. R., G D., No. 2408, dated 22-6-22.]

Correspondence

DOCKET SHEET (B)

Subject :—

File No. ANG 2751

P.W. DEPT.

F BRANCH.

References :—

Copies of pages of file No. P(M)/751 ~~are removed~~ are kept in this file

Date.	To whom sent.	Notes and instructions.

ANG 2751/77045.

P. W. D.
F

The President, Bombay P.W.D. Sub-Overseers Asson., states that action as suggested in the G.L. at pp. c/s is being taken by the Assocn. However, as this is likely to take some time, the President states that grievances of the Sub-Overseers should not be lost sight of an account of this technical difficulty. In this connection it may be stated that even though no correspondence was carried out of the Association reg: the grievances, on the last occasion, action has been taken by Govt. vide in this connection G.C.No. S.37/2/87678, dated the 13-2-51, and notes underlying. In view of the orders issued in G.L. No. S.37/2/49729-E(II), dated the 5-7-1950 and G.L. No. ANG2751 F, dated the 17-8-51. It is time that the Sub-Overseers respected the Govt. orders and represented individually or jointly through the immediate superiors rather than continue to represent through an unauthorized Asson.

2. In view of the orders issued in the G.L. at pp. c/s, the President states that due to transfer of a Sub-Overseer from the tempy. to the work-charged estabt. and vice-versa a Sub-Overseer will be required to keep on changing the Asson. to represent his grievance, which will also mean some expense to him. It does not seem necy. for the Sub-Overseer to change the Assocn. The Association is meant to guard the interests of members as a whole and not to look to individual interests. In case a Sub-Overseers has any personal grievance to represent he can do so through his immediate superiors. If the grievance is of a general nature he can represent the matter through the original Asson. of which he is a member. However in case the Asson. refuses to consider the matter as the Sub-Overseer automatically cease to be a member with the transfer to the w/c estabt., there seems to be no way out but to join the Asson. to whichever estabt. he belongs. It may be added that to represent a grievance, it is not necy. that it should be done through an Asson. If the

individual .....

individual does not want to waste his money in paying fees, etc., to the Assocns., he might as well represent them through his immediate superiors. However, before informing the President in the terms of the office note, the P. & S.D. may see u.o. for advise.

Id/-
17/9/51.

Id/-
17/9/51.

U.O. to P. & S.D. (with file S-37/2 I, 137/2, S/37/2 II)

Id/-
18/9/51.

oOo------*------*------oOo

P. & S.D.#B.

P. & S.D. may agree with the views expressed by P.W.D. The Assons. of Govt. servants are debarred from representing individual grievances. The base to represent only class grievances. The argument that a person who is transferred from the temporary to work charged estabt. and vice versa cannot have his grievances represented unless he changes his Asson. is thereof on untenable.

The President of the Asson. may be informed as proposed by P.W.D.

Id/-
3/10/51.

Id/-

U.O.R. to P.W.D.(with 3 files() dt. 3-10-51.

SAP/-

3.P.K.—(F) M/11-1,00,000-10.54
3.M.,M.L.,G.D., No. 2520/38, dated 20-12-18.]

SEPARATOR

THE BOMBAY P.W.D. SUB-OVERSEERS' ASSOCIATION

BOMBAY PROVINCE.

No. P-A/DH/28 of 1951. 49, Saraswatpur P.O. Dharwar 8th August 1951.

From:-

Rao Bahadur R. G. Islur,
I.C.E., M.I.E.(India), B.S.E.(I), Retired.,
President the Bombay P.W.D. Sub-Overseers' Association,
Dharwar.

To,

The Chief Engineer',

Public Works Department,

Bombay.

Subject:- Grievances of the Suboverseers.

Reference:-

I may be permitted to bring to your notice the following grievances of the Suboverseers and the Government may please be moved in the matter to issue necessary orders.

2. It is seen in some circles, that the Government or Departmental Circulars are not circulated amongst the Sub-overseers.

3. The Sub-overseers have been denied the supply of P.W.D. Hand-Books at concessional rates. Probably under the same orders, the suboverseers will not also get other P.W.D.Technical Publications free or concessional rates like other P.W.D. officers. I would therefore request you to kindly look into the matter and do the needful in extending the concession to the suboverseers.

4. Probably an impression seems to have gained ground that the suboverseers will not understand what is explained either in P.W.D. Hand-Books or other publications. This is a very wrong impression if at all it is there. I may point out that the suboverseers have not only passed Matriculation, but many of them have studied upto Intermediate Examination. And also I am proud to state here that in the recent Departmental Professional Examination of Overseers in the Southern Circle in the month of May 1951, the suboverseers have stopped the list securing first and second places, in order of merit, beating many overseers(D.S.Es.) This will clearly show that the suboverseers can understand the technical publications and make

use .....

use of them in their practical day-to-day use.

5. The suboverseers who are transferred from one circle to another circle, have been reverted to work-charged establishment in spite of their services of 3 to 4 years on temporary establishment in the parent circle. What is worse is that juniors to them still continue to remain on the temporary establishment in both circles. This can be seen in cases of transfers from Southern Circle to Karnatak Irrigation Circle. The seniority list prepared by Southern Circle is a combined list inclusive of suboverseers in both the Circles. More-over this point is further clarified by the Government Circulars Nos.S-39/2/87678 of 13th February 1951 to the effect that the seniority list of suboverseers should be prepared and maintained by the Superintending Engineer, Southern Circle, Belgaum on Zonal basis, comprising of Southern Circle, Karnatak Irrigation Circle & Public Health Divisions. This being the case the suboverseers (some of them) should not be made to work as workcharged suboverseers simply because they are transferred to a division where there is no provision of suboverseers on temporary establishment and thus he should not only be made to lose the previlege of temporary establishment cadre, but in addition be dubbed as a junior to his junior collegue who is retained in his parent division.

6. I may be allowed to quote one case as an instance. On transfer of Shri. Bhide Suboverseer, who was working on temporary establishment in the Southern Circle to Karnatak Irrigation Circle he was brought on the work-charged establishment inspite of his juniors continuing on temporary establishment in both circles. The Superintending Engineers may please be moved to set right this and similar anomalies, very early, or the Government may please be moved to issue necessary orders to rectify such anomalies.

Yours faithfully,

Sd/-

President,
The Bombay P.W.D. Sub-overseers' Association,
Bombay Province.

SAP/-

ANG 2751/6961

Letter.

No. ANG 2751 F.

P. W. D.,
B.C.,(Bombay No.1),
17th August 1951.

To

The President,
B'bay P.W.D. Sub-Overseers Assocn.,
49, Saraswatpur, Dharwar.

Sub:- Grievances of Sub-overseers.

Sir,

With reference to your letter No. PA/DH/28, dated the 8-8-1951, I am directed to state that no action can be taken on your letter, as the Assocn. has not been recognized.

2. I am also directed to invite your attention to the last para. of your letter No. PA/DH/21, dated the 16-7-1950, and to state that the President, B'bay P.W.D. Subordinate W/C Estabt. Assocn., has since informed Govt. that membership of its Assocn. has been thrown open to the work-charged Sub-Overseers. I am, therefore, directed to request you to dissolve the Assocn. and to direct the work-charged Sub-Overseers to join the B'bay P.W.D. Subordinate work-charged Estabt. Assocn. and to represent their grievances through that Assocn.

3. As regards the other sub-overseers, I am to request you to direct them to join the B'bay P.W.D. Subordinate Estabt. Assocn., Poona 2.

Yours faithfully,

Asstt. Secy. to the Govt. of B'bay,
P.W.D.

D.A.- Nil.

Copy forwarded to -

the President, B'bay P.W.D. work-charged Estabt. Assocn., Sholapur,

the President, B'bay P.W.D. Subordinate Estabt. Assocn., Poona 2,

for information.

Id/-
17/8/51.

SAP/-

THE BOMBAY P.W.D. SUB-OVERSEERS' ASSOCIATION

BOMBAY PROVINCE.

No. PA/DH/31 of 1951. 49, Saraswatpur P.O.Dharwar 3/9/1951.

From:-

Rao Bahadur R. G. Islur,
L.C.E., M.I.E.,(India), B.S.E.(I), Retired,
President the Bombay P.W.D. Sub-Overseers' Association,
Dharwar.

To,

The Assistant Secretary to the Government of Bombay,
Public Works Department,
Bombay.

Subject:- Grievances of Sub-Overseers.

Reference:- Your letter No.ANG 2751 F. dated 17th August 1951.

Sir,

I am very much thankful to your letter under reference and have advised the Association to act according to the Government advice. But I am afraid this will take some time to materialise. I dont think it is the intention of the Government that till that time the grievances of Sub-Overseers as such should not be represented to Government or should go unheeded on the Technical ground of the Association not been recognised by the Government. For this reason I hope the Government would see their way to set right any grievances if found genuine by Government by suitable orders.

2. It would appear that by your proposal to make Sub-overseers to join two separate Associations - (i) Regular Temporary Establishment & (ii) Work charged Establishment would create certain anomalies for the following reasons.

(a) In joining an Association am member has to pay some subscription towards the contingent expenses of the Association.

(b) The Sub-Overseers are found to be frequently liable to transfer from one Division to another Division or Circle and in such transfers, their services are liable to be transferred from regular temporary establishment to Workcharged establishment or vice-versa in the public interest or according as there is provision or not in the second Division or Circle for either workcharged or regular temporary Sub-Overseers.

(c) Combining both (a) & (b) it will be seen that the same

Sub- .....

Sub-overseer will have to change the Association frequently and his grievances will have to be vented through two Associations.

This would create severe anomalies and delay justice in individual or group cases.

3. The Sub-Overseers Association would therefore deem it a great favour if Government would suggest a via-media for facilitating quick approach to Government in Genuine cases to avoid the above anomaly.

Yours faithfully,

Sd/-
President,
Bombay P.W.D. Sub-Overseers Association
Bombay State, Dharwar.

SAP/-

No. ANG 2751 F.

Public Works Department,
Bombay Castle (Bombay No.1),
15th October 1951.

From

The Assistant Secretary to the Government of Bombay,
Public Works Department.

To

The President,
Bombay Public Works Department Sub-Overseers' Association,
49, Saraswatpur, Dharwar.

Subject:- Grievances of Sub-Overseers.

.....

Sir,

With reference to your letter No. PA/Dh./51, dated the 3 rd September 1951, I am directed to state that it is not necessary for a Sub-Overseer who is transferred from the work-charged establishment to the temporary establishment and vice versa to change the Association to represent his grievance. An Association is meant to guard the interests of a class of establishment and not to look to grievances of individuals. If a Sub-Overseer has any personal grievance, he can represent the matter through his immediate superiors. If, however, the question is of general interest and the Association through whom the grievance is represented refuses to take action, the Sub-Overseer can represent the grievance through his immediate superiors.

2. In the circumstances explained above, I am directed to state that your argument that a Sub-Overseer on the work-charged establishment transferred to the temporary establishment and vice versa is required to change the Association, each time resulting in inconvenience and expense by way of fees, etc., is not tenable.

Yours faithfully,

Sd/-
Assistant Secretary to the Government of Bombay,
Public Works Department.

D.A.- Nil.

SAP/-